

INFORMATION PAPER

DAAR-PAE

5 Apr 2004

SUBJECT: Defense Advisory Committee on Women in the Service (DACOWITS)
Request for Information on Recruiting and Retention Incentives

INFORMATION:

The Army Reserve uses a variety of incentives to recruit and retain qualified soldiers. Specific incentives are targeted for three general needs.

- Enlisted Soldiers.
- Army Medical Department (AMEDD) professionals, such as doctors, dentists, and nurses.
- Other officer branches.


Within these three categories of personnel, incentives are adjusted periodically to encourage recruiting in specific skills to meet readiness and strength goals.

Incentives are authorized in law. Some, such as the Montgomery GI Bill (MGIB), are available to every Soldier who qualifies, which may include enlisted Soldiers and officers. Others are discretionary, and are used to meet specific skill and quality needs. Examples of discretionary incentives are enlistment and reenlistment bonuses, Student Loan Repayment Program (SLRP), and the MGIB Kicker, which increases the benefit rate for Soldiers who qualify for the MGIB Basic Benefit.

Other incentives may include special pays for Soldiers with particular skills. An example of a special pay is Hazardous Duty Pay. Soldiers who regularly perform parachute jumping, or perform explosive ordnance disposal (bomb squad), are examples of this type of duty.

Incentives for AMEDD professionals are often larger than those for other categories of personnel, reflecting the greater education and training requirements in these skills. For instance, the largest Loan Repayment available for an enlisted Soldier is \$20,000, while the largest available for a doctor is \$50,000.

APPROVED BY:


Glenn P. Sinclair
Director, PA&E

Date: 6 Apr 04